THE NIH RECORD

Still The Second Best Thing About Payday

HIGHLIGHTS

U.S. Department of Health and Human Services
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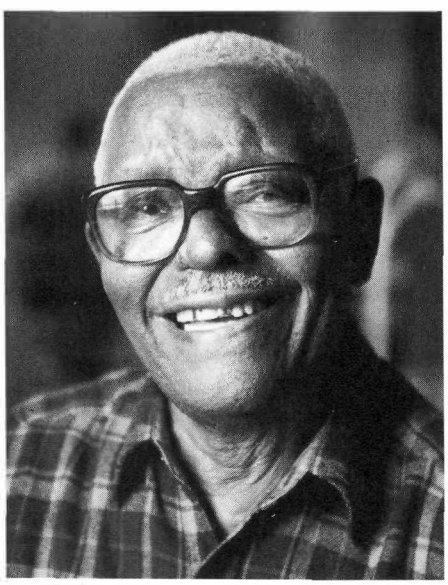
NIH's 'Iron Man'

Roskey Jennings Mourned, Worked 66 Years at NIH

By Carla Garnett

Roskey Jennings, who held the length of service records for NIH, HHS and quite possibly the entire federal workforce, died of pneumonia on Oct. 27. He was 87. Last March he marked his 66th year of working at NIH.

Jennings first reported for work at what would become the National Institutes of Health—the Hygienic Laboratory on 25th and E Sts., in Northwest Washington, D.C.—on



Roskey Jennings

Mar. 25, 1930. Inevitably during a career as long as his, every so often he would be asked when he planned to retire, which he never did. Last year when the subject was broached with him, he humorously replied, "I want to wear out, not rust out."

SEE **ROSKEY JENNINGS**, PAGE 4

'It's Friday!'

Diversity Training Encourages 'Nontraditional' Solutions

By Carla Garnett

Karen is a 45-year-old mid-level manager. Typically, she meets a few friends for lunch every weekday. They commiserate and share war stories about the workday, their careers and families, and basically the world at large. Her lunchtime routine is probably no different from hundreds of thousands of other employees worldwide, and generally there's nothing wrong with it. But according to workplace diversity expert Dr. Samuel Betances, time spent at work could be so much richer for Karen, for her friends and for employees in all businesses at all levels.

Every week, Betances advises, each employee should break his or her routine: Try spending some quality time with someone outside his or her usual group. See, Karen is Black, married with two children, and enjoys attending Catholic Mass at her local parish. The friends she shares lunches with are all women of the

SEE **DIVERSITY CONGRESS**, PAGE 6

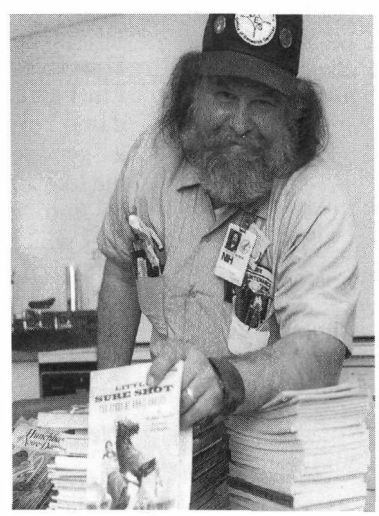
Elvish Lives

South Maintenance 'Santas' Help Pediatric Patients

By Rich McManus

Not all of Santa's helpers labor by firelight amid the frost of the North Pole. Some wear the blue workman's clothes of the south maintenance unit's quality circle, a group of NIH'ers who, for the past 3 years, have collected money to buy gifts for the Clinical Center's 14th floor playroom.

A distinctly Santa-ish member of the circle—senior building engineer Walt Zalewski—says the group is now collecting funds for its fourth year of giftgiving. With whiskers and midsection to rival a Mall Santa, he invites all



Walt Zalewski displays books collected for Clinical Center kids.

SEE **SANTAS**, PAGE 8

LETTERS TO THE EDITOR

Dr. Charles Hollingsworth has been named deputy director of NCRR's Office of Review. His knowledge of the peer review process and of NCRR-funded programs will help him assist the office's director with leadership responsibilities. In addition, Hollingsworth continues to review over 75 general clinical research center (GCRC) grants. GCRCs operate at academic medical centers and research institutions across the country and offer special research environments to clinical investigators.

Dear Editor,
Dr. Chapin of NIEHS is right (see Letters, *NIH Record*, Oct. 22) that for recycling and other environmentally responsible programs to work requires both a solid commitment from management and a group of employees willing to make it work. While I concede his point that it also takes money, it should be noted that in many instances environmentally sound practices save money.

Investments in automatic light switches and high efficiency light bulbs pay for themselves though electricity savings, and in the Bethesda area the utility company will reimburse part of the initial cost. If by starting a cardboard recycling program we are able to reduce trash pickups at a building from five a week to three, then the net effect is a reduction in cost to the government. Routing one copy of a report instead of running 20 copies, asking for only as many reports as we need and copying double-sided saves money as well as trees. And when you consider the total cost to society, recycling almost always pays for itself in pollution prevented and habitat not destroyed. Moreover, it typically doesn't cost any more to have wider participation in the recycling programs that are already established. We can do a lot more for the environment than we currently do without spending any more money.

We should no more tolerate throwing recyclable paper in the trash than dumping used oil in our backyards. Where we don't have programs to recycle aluminum cans, we should be aware that we are not only out of compliance with local law (in Montgomery County), but we are also contributing to the vast environmental damage that bauxite mining and aluminum smelting cause. We need to raise our awareness, change our behavior and get ourselves into compliance with the environmental laws that apply to us.

Carl Henn, NIAID/CMB

Dear Editor,
I just glanced at the picture on page 3 of the *Record* dated Nov. 5. The caption identifies the machine as a "gene sequencing machine." The machine looks to me like an automated plasmid prep machine made by Autogen. While there are certainly sequencing labs which use this machine for template preparation, to describe it as you have is quite inaccurate.

Additionally, I'm not sure what a "gene sequencing machine" is. Would such a machine be incapable of sequencing so called "junk" DNA?

Jim Nagle, NINDS Sequencing Facility

Writing Group Forms

A nonfiction writing group is now forming. Includes critiquing, group support, and advice on how to send manuscripts. Call Ethel Frear, 6-4308, or send email to eaf@b31.nei.nih.gov. ■

New Asian Group Forms

A new NIH-approved organization—the Asian and Pacific American Organization (APAO)—was formed on Oct. 22 in a ceremony attended by NIH deputy director Dr. Ruth Kirschstein, and director of NIH's Office of Equal Opportunity, Naomi Churchill.

APAO is the successor organization to the Asian/Pacific Islander American advisory committee (AAAC). The latter worked under the auspices of OEO. Because of staffing and funding constraints at OEO, it was no longer feasible for it to support the AAAC. Therefore, at OEO's suggestion, AAAC was reorganized into an independent organization, APAO. Funding for APAO programs will be provided by various NIH institutes.

APAO's mission is to support the efforts and programs of NIH that promote equality and fairness in the workplace for all employees.

Further information is available on the web: http://www.recgov.org/r%26w/apao.html. All NIH employees are welcome to join the organization. ■

Holiday Auction Set, Dec. 6

The Clinical Center's clinical pathology department will hold a holiday auction on Friday, Dec. 6 from 10 a.m. to 2 p.m. in the clin path conference room, Bldg. 10, Rm. 2C310. Proceeds benefit the Patient Emergency Fund and Friends of the Clinical Center. Employees are encouraged to donate items for the silent auction or baked goods for the food table; bring items to the room either the day before or before 9 a.m. on Dec. 6. Pizza slices will be available at lunchtime. Last year's auction raised $9,000, and organizers want to do even better this year. For more information call Norma, 6-4473. ■

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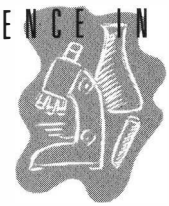


Depression Linked to Bone Loss

Depression may increase a woman's risk for broken bones, suggests a study by scientists at the National Institute of Mental Health. The hip bone mineral density of women with a history of major depression was found to be 10 to 15 percent lower than normal for their age—so low that their risk of hip fracture increased by 40 percent over 10 years.

"Although further research is required to determine the underlying mechanisms, our findings underscore the fact that depression is not only a psychological problem, but also a biological syndrome," said NIMH's Dr. David Michelson, first author of the study, published in the Oct. 17 issue of the *New England Journal of Medicine*. "Bone mineral density, once lost, is not easily regained. Thus, losses that may occur during recurrent episodes of depression could be additive."

"Since depression affects 5 to 9 percent of women, providing early treatment could have significant public health implications by reducing the risk of fracture," added Dr. Philip Gold, chief of NIMH's Clinical Neuroendocrinology Branch, where the research was conducted. "The affected women in this study, average age 41, had bone loss equivalent to that of 70-year-old women. More than a third faced a markedly increased risk of fracture." ■

Dr. Beverly S. Emanuel, professor of pediatrics and genetics, University of Pennsylvania School of Medicine at the Children's Hospital of Philadelphia, and Dr. James B. Snow, Jr., NIDCD director, meet at NIDCD's eighth anniversary lecture, held recently at the Natcher Conference Center. Emanuel presented her research on "Velocardiofacial Syndrome: Molecular and Clinical Studies." The syndrome is a genetic condition associated with a deletion of a small segment of the long arm of one chromosome 22, and with over 30 different features, the most common of which are cleft palate, heart defects, characteristic faces, learning problems and speech and feeding problems.

Intensive Diabetes Care is Cost-Effective

Intensive diabetes treatment is cost-effective and improves length and quality of life for people with insulin-dependent diabetes mellitus (IDDM), according to a study published in the Nov. 6 *Journal of the American Medical Association*.

Patients on intensive therapy who maintain near normal blood sugar for life are predicted to gain on average an extra 5 years of life, 8 years of sight, 6 years free from kidney disease, and 6 years free from amputations and nerve damage, compared with patients on standard therapy, according to Dr. Richard Eastman of the National Institute of Diabetes and Digestive and Kidney Diseases.

Intensive treatment costs about $4,500 per patient each year and requires three or four insulin injections as well as multiple tests for blood sugar daily to keep blood sugar as close to normal as possible. Standard treatment, which costs $1,700 per patient annually, involves one or two insulin injections daily and fewer daily tests of blood sugar levels.

"The challenge now is to convince health care providers and payers to look past the immediate cost of intensive therapy and consider the potential gains in quantity and quality of life for persons with IDDM," Eastman said. However, he cautions that intensive therapy must be carefully monitored by a knowledgeable physician since the treatment can double or triple the risk of severe low blood sugar, which can cause seizure and coma. ■

Four NIH'ers Named to Institute of Medicine

Among the 55 new members recently elected to the National Academy of Sciences' Institute of Medicine are four NIH scientists. New members are elected by current active members for their major contributions to health, medicine, and such related fields as social and behavioral sciences, law, administration and economics.

The new NIH inductees are: Dr. Mitchell Gail, head, epidemiologic methods section and chief, Biostatistics Branch, Division of Cancer Epidemiology and Genetics, NCI; Dr. John Gallin, Clinical Center director and chief of NIAID's Laboratory of Host Defenses; Dr. Richard Klausner, NCI director; and Dr. Judith Vaitukaitis, NCRR director.

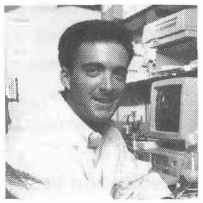
IOM members are expected to devote a significant amount of volunteer time on committees studying a range of health policy issues. Current IOM projects include studies on care at the end of life; on genetics, health and behavior; and on new vaccine development. ■

People with Sickle Cell Sought

NIDDK seeks individuals 18 years and older with sickle cell disease. Treatment studies include administration of medication that may prevent red blood cells from sickling as well as reduce other complications from the disease. For more information, call Beth, 2-3087.

ROSKEY JENNINGS, CONTINUED FROM PAGE 1

Dr. Richard Youle (above), chief of the biochemistry section, Surgical Neurology Branch, NINDS, and Jonathan Hott (below), a Howard Hughes Medical Institute research scholar in Youle's lab, won cash awards in the 1996 BFGoodrich Collegiate Inventors Program for Hott's entry, "A Skeletal Muscle-Specific Immunotoxin for the Treatment of Focal Muscle Spasm." Youle acted as scientific advisor for the invention, an immunotoxin that may be used to selectively inactivate muscles in focal dystonia and other muscle spasm disorders. Youle and Hott received their awards recently at BFGoodrich headquarters in Akron, Ohio.



Jennings was one of four children born to a farmer and his wife, Thomas and Nancy Jennings, in Vance, Va., on Aug. 12, 1909. When he was 15, he ran away from home to a town in Pennsylvania where an aunt lived. Immediately he went looking for work and persuaded a manual labor foreman to hire him as a waterboy. A year or so later, Jennings returned to his family's farm and gave them a portion of his wages.

"My father was real happy to have the money," Jennings recalled in a 1995 interview. "He looked me over real good and said, 'You've got a lot of my blood in you. When you get your mind fixed on something, there's no stopping you.' My father lived to be 103. He stopped working at 102. He knew what he was talking about." Jennings was proud of the fact that since age 15, he was never without a job, even through the Depression.

The Iron Man started his NIH career on a 90-day temporary contract. He told his supervisor that he would only work for 90 days. He went on to work as an animal caretaker for several years. His strong work ethic was the reason Carrie Myers, the NIH librarian at the time, asked to have him transferred to her office. He worked in the library for 16 years, which gave him access to numerous medical texts that he read avidly to educate himself about the scientific research going on around him. When a position as a glassware washer opened in NIH's Laboratory of the Biology of Viruses, he accepted the job to be closer to the research he had read about. His last job involved sterilizing glassware used in experiments and providing technical support to scientists in NIAID's Laboratory of Viral Diseases in Bldg. 4, where he was a mainstay.

"When I first came to NIH 28 years ago, I quickly learned that Roskey was one of those rare individuals who could keep a laboratory humming," said Dr. Anthony S. Fauci, NIAID director. "It was humbling to learn that he had already been at it for 38 years! My NIAID colleagues and I are profoundly saddened by his death. His extraordinary dedication to the NIH was an inspiration to us all. Mr. Jennings exemplified commitment and competence, and the NIH community will miss him. Roskey will be fondly remembered—we are richer for having known him."

During his career here, Jennings reportedly accumulated in excess of 4,100 hours of sick leave in his 60th year of work and, before a hospital stay in 1986, had a streak of 43 years without a sick day. He was nicknamed "Iron Man" in 1950.

Many who had befriended Jennings over the years remembered something special about their encounters with him. "You never said you were tired around him," recalled Gerri Carter, a former NIH'er and longtime member of Bldg. 1's "Kitchen Cabinet," the daily breakfast club over which Roskey presided. Since the mid-1960's, Roskey would start his days—most recently following his night shift duty—with a hot meal in the cafeteria. There he would warmly greet various passersby and fellow employees including nearly every NIH director.

Jennings did run into his share of on-the-job hurdles. He was denied access to Bldg. 1's cafeteria in the early years of his career because he was Black. Another time, he was shortchanged a substantial amount of annual leave due to a clerical error, leading him to stop work temporarily in protest. His supervisor called him after a couple weeks and begged him to resume his duties, explaining that one by one, Jennings' replacements had fallen ill due to a leak in the building. Roskey had reported the leak before he left, but it had not been fixed.

On several occasions, he was injured while working, but refused to quit. Willie Foster, an NIAID employee who worked in Bldg. 5 with Jennings in the late 1970's and knew him well, remembers the man as fiercely independent.

"He wanted to do everything he needed done for himself by himself," Foster said. "He didn't want to rely on anyone else. He was very dedicated to his job, too. He absolutely refused to miss work." Jennings at times outpaced his compensation: He went on a stretch of 32 years without a grade change. His outlook on work never seemed to waver, however.

"I'm real lucky," he said. "I'm glad to have as many friends as I do and I'm glad to have a job. The only advice I can offer to young people is to start now by changing your attitude. Get a job and stay with it. Don't ever give up. A person that gives up is beaten before he starts. The life you live is the life you die. Working never hurt anybody. I have a lot of faith and when I die I want the Lord to say, 'Your job has been well done.'"

During his career, Jennings received numerous departmental and NIH awards for outstanding service, and last year was honored by NIH director Dr. Harold Varmus with his own parking space in front of Bldg. 4. His survivors include a sister, Estelle James of Danville, Va., and a niece, Versella Betty Day of Washington, D.C., and many other relatives and friends. R

Chamber Music Concert Set, Dec. 1

The Rock Creek Chamber Players will perform on Sunday, Dec. 1 at 3 p.m. in the 14th floor assembly hall in Bldg. 10. The program will feature the Washington-area premiere of Constance Cooper's *Likelihood of Collision* (a quintet for piano and strings), and will also include Telemann's Sonata in C Major for flute and continuo, as well as a 19th century work. For more information on this free concert sponsored by the recreation therapy section, call (202) 337-8710. R

CC Governing Board Holds First Meeting

The Clinical Center's newly constituted board of governors addressed some historic and thorny hospital budget issues during its first meeting recently.

Dr. John Gallin, CC director, presented and the board endorsed a budget assessment plan designed to give the CC a stable, 3-year foundation of funding based on how much clinical research each institute typically conducts and the institutes' plans for future programs.

The plan addresses a major recommendation from last year's options team that the CC have its own budget that is no less stable than the rest of the NIH intramural programs.

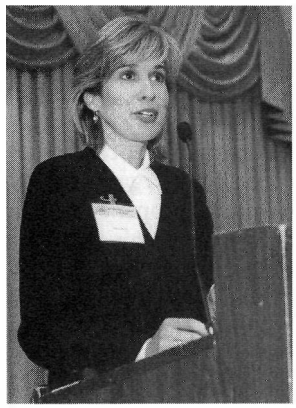
Under the budget plan, 80 percent of each institute's intramural clinical research budget will be earmarked for the hospital's fixed costs such as nursing staff, pharmacy services, and supplies. The board of governors and the NIH director will review this assessment annually. Twenty percent will be applied to variable costs—money needed to pay for special aspects of specific protocols, for example. This portion of the assessment will be adjusted each year, based on the institutes' plans and prior year's use.

Institutes may appeal the assessments directly to the NIH director or the board, an option Gallin termed "essential." Having an envelope of funding to work with will enhance the hospital's ability to develop ways to carry out its business more efficiently, Gallin said. Those savings will go into a common pool and may be reinvested in clinical research initiatives the following year. If an institute cancels a projected program, they have first crack at applying the already-committed money to its other programs. If they don't do that, the funds will go into a common pool for which the other institutes could compete.

Dr. Harold Varmus, NIH director, underscored the importance of fiscal responsibility in the conduct of clinical research in his welcoming remarks to the board. "Clinical research is in a period of unusual turmoil and excitement," he said, "and we are making a variety of efforts to try to be sure that the NIH, as an institution dedicated to the improvement of health, is well positioned to take advantage of what science is producing, despite the challenges that result from the change in the way health care is being financed."

Changing how the CC is governed and funded topped the list of improvements for the hospital suggested by a team of reviewers appointed by Secretary Donna Shalala in 1995.—Sara Byars

An NINDS-sponsored workshop, "Spinal Cord Injury: Emerging Concepts," was held recently to explore new ideas and directions for research on spinal cord injury. Speakers included experts on spinal cord injury and leaders from other fields such as development and immunology. Below, Dana Reeve, wife of injured actor Christopher Reeve, presents remarks to workshop participants. Above are (from l) Dr. Mary Ellen Cheung, NINDS; Reeve; Kent Waldrep, Kent Waldrep National Paralysis Foundation; Dr. Lars Olson, Karolinska Institute; and Dr. Michael D. Walker, NINDS. The T-shirts, which celebrate a successful spinal cord regeneration study by Olson and his colleagues, were presented by Waldrep. More than 300 researchers and members of the public participated in the workshop.



Board of Governors Includes...

John J. Finan, Jr., president and chief executive officer of the Franciscan Missionaries of Our Lady Health System in Baton Rouge, chairs the 17-member group.

Named to the board from outside NIH are: Dr. J. Claude Bennett, president of the University of Alabama at Birmingham; William B. Kerr, chief executive officer of the medical center at the University of California, San Francisco; Dr. Stephen C. Schimpff, executive vice president of the University of Maryland Medical Center, Baltimore; Dr. Helen L. Smits, president and medical director of HealthRight, Inc., in Meriden, Conn.; and Ellen M. Zane, network president of Partners in HealthCare System, Inc., Boston.

Appointed to the board from NIH are: Dr. Patricia A. Grady, director, NINR; Dr. Jeffrey M. Hoeg, chief of the cell biology section of the Molecular Diseases Branch, NHLBI; Dr. Carl Kupfer, director, NEI; Dr. Griffin P. Rodgers, chief of the molecular hematology section, Laboratory of Chemical Biology, and Dr. Allen M. Spiegel, scientific director, NIDDK; Dr. Susan Swedo, acting scientific director, NIMH; and Dr. Robert Wittes, director of NCI's Division of Cancer Treatment, Diagnosis and Centers.

Four positions on the board remain to be filled.

Healthy Volunteers Needed

The NIMH Clinical Psychobiology Branch seeks healthy male and female volunteers ages 18-65 for a study of the effects of light therapy on brain activity. Volunteers must be free of medical and psychological disorders and not taking any medications. Payment is provided. For more information call Kim Katz, 6-0500.

Do You Get the Winter Blues?

The NIMH Clinical Psychobiology Branch is seeking men and women ages 18-65 who experience symptoms of winter-related depression to participate in a study of how light therapy affects the brain to reduce symptoms. For more information call 6-0500.

DIVERSITY CONGRESS, CONTINUED FROM PAGE 1

same age, who are also Black, married with children and have similar religious beliefs. Betances says Karen should offer to have lunch or coffee with Steve, the office manager who is just out of grad school, single and Asian, or Jody, the chief of communications, who is white, nearing retirement and uses a wheelchair. Networking and interacting with members of other groups will not only broaden Karen's views about people, but also improve opportunities for professional advancement, and help increase productivity.

Coworkers—not to mention Karen's usual lunch pals—will certainly take notice of the new arrangement, Betances warns. However, Karen can offer a universally understood answer to their questioning glances: "It's Friday." Those words, Betances jokingly insists, are "permission words" that excuse just about everything in the world of business.

Such practical advice characterized the opening session of "Learning to Respect Diversity," the 1996 Diversity Congress II, sponsored Oct. 30-31 by NIH's Office of Equal Opportunity. Recommended by the delegates of last year's congress, the 2-day session featured guest lecturers for all occupations, levels and work schedules at NIH. Betances, a former professor who now advises corporations and other large organizations on managing a diverse workplace, opened a session targeted to all NIH'ers and repeated his lecture at an evening session for night shift employees.

Other speakers included Dr. Joan Reede of Harvard Medical School, who led a session on "Mentoring and Career Development in a Scientific Environment," and Dr. R. Roosevelt Thomas, Jr., founder of the American Institute for Managing Diversity in Atlanta and keynote speaker at NIH's last congress, who returned for DC II to speak with managers, supervisors, lab and branch chiefs and other staff in administrative positions. In addition, Thomas addressed a Wilson Hall audience of ICD directors and other NIH senior staff. A panel discussion followed, featuring Dr. Lynn C. Anderson, who chairs a diversity steering committee for Merck Research Laboratories, and from NIH, Dr. Dushanka Kleinman of NIDR, Dr. Kenneth Olden of NIEHS and Dr. Anthony Fauci of NIAID.

Right away, Betances described three types of audience members he typically faces: "hostages," who attend because they are forced; "vacationers," who sit in on the congress because they believe it will be a nice break from working; and "willing learners," who truly profit from the session simply because they make the effort voluntarily.

A common misconception—the difference between diversity and affirmative action—was also clarified during the congress. Betances explained, "Often in organizations, affirmative action is just about counting heads. Diversity is making heads count."

Guest lecturer Dr. Samuel Betances and Joan Brogan (c) of OEO congratulate Nancy Selinger, an NLM systems librarian working in OEO on detail, who helped develop Diversity Congress II.

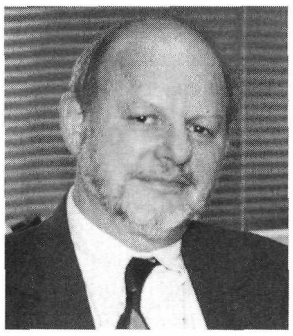
The three conditions for change, he said, are dissatisfaction with the status quo, a vision of where an organization needs to go, and a process employees can use to reach the destination, which for most individuals and companies means prospering within a healthy climate of respect.

In today's workforce, Betances continued, traditional solutions are not enough to solve nontraditional problems. Some nontraditional workforce issues he said need to be addressed include a shrinking white male population, child care in single parent households or in families in which both parents work outside the home, differences in language and customs among foreignborn employees, and division of labor in families.

What is essential, Betances concluded, is that all employees see value in each other, no matter what circumstances individual coworkers may be handling—whether it's grappling with a second language, needing a schedule that allows them to care for an elder parent, or requiring assistance during a fire drill.

"Don't ask people where they are from," he said. "Ask them, 'How are you valuable to the team?' I am less 'where I'm from' than 'where I'm going.'"

Dr. Patricia A. Grady, director of the National Institute of Nursing Research, has been inducted as a fellow of the American Academy of Nursing. The academy is a national organization of nursing leaders committed to advancing scientific knowledge through research, and influencing the development of effective health care policies and practice. Grady was selected for her outstanding contributions to nursing through research, publications, professional activities and community service. She has served in many academic, research, and management positions including several at NIH since 1988. Her scientific focus has primarily been in the area of cerebral ischemia and stroke.



Dr. Michael Micklin has been named scientific review administrator of the human development and aging-2 study section in the Division of Research Grants. Prior to joining DRG, he held faculty positions at Tulane University, Battelle Memorial Institute, Florida State University, and the Hopkins-Nanjing Center. He is widely published in the areas of psychiatric sociology, sociolinguistics, social demography, human ecology, and applied sociology.

Hundreds Celebrate NINR's Tenth Anniversary

By Marianne Glass Duffy

More than 400 people from around the country gathered recently at NIH to celebrate a special anniversary. Nurse scientists, deans of nursing schools, undergraduate and graduate nursing students and many others filled Masur Auditorium for a day-long symposium in honor of the National Institute of Nursing Research's first decade at NIH.

The symposium, "Advancing Health Through Science: The Human Dimension," featured presentations by nine distinguished nurse scientists on topics ranging from improving pregnancy outcomes to pain and its immunological implications. Dr. Patricia A. Grady, NINR director, opened the program and NIH director Dr. Harold E. Varmus congratulated NINR on its contributions and praised the "interactive and broad nature of nursing research," particularly in the areas of genetic counseling, prevention research, and pain and cognitive research.

The symposium opened with a presentation by Dr. Sue Donaldson of Johns Hopkins University School of Nursing on translating basic science into clinical care. Many of her themes, such as the influence of gender or ethnicity on the effectiveness of nursing interventions, were underscored in other talks throughout the day. Dr. Barbara Therrien of the University of Michigan presented her research on disorientation. In her work she used animal models to test the role of gender in disorientation and the use of cues to help in wayfinding. Dr. Kathleen Buckwalter of the University of Iowa demonstrated how testing and refining conceptual models of caring for people with dementia has led to developing interventions that benefit not only the patient but also the caregiver.

Dr. Gayle Page of Ohio State University spoke on pain and its immunological implications, including potential consequences regarding the lack of sufficiently aggressive, strong, and well-timed treatment. Next, Dr. Loretta Jemmott of the University of Pennsylvania described her work developing and testing a culturally sensitive HIV prevention program for inner city African American adolescent men and women. Dr. Dyanne Affonso of Emory University presented research on improving pregnancy outcomes for Hawaiian, Japanese, and Filipino pregnant women living in a rural, low-income district of Hawaii, who frequently avoid prenatal care until late in pregnancy. Like Jemmott, Affonso's findings underscored the necessity of fully understanding a population and its needs.

Dr. Gary Morrow of the University of Rochester discussed his work on the biologic predictors of chemotherapy-induced nausea, directed at better management of nausea and increased survival rates. Next, Dr. Dorothy Brooten of Case Western Reserve University demonstrated how advanced practice nurses providing home-based care for early discharge patients are improving quality of care and lessening economic cost. The final speaker was Dr. Nancy Fugate Woods of the University of Washington, who highlighted some of the issues that will become more important to nursing research in the near future such as access to data, ethical issues surrounding genetic indicators for disease, and the challenges presented by emerging diseases.

NINR director Dr. Patricia Grady greets guest speaker Dr. Harold Varmus, NIH director.

The symposium was the culmination of 2 days of anniversary events, including a scientific poster session on Capitol Hill and the third annual "Nightingala," a reception and banquet honoring distinguished nurse scientists, sponsored by the Friends of the NINR.

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NIH Manual chapters and delegations of authority are available on the NIH Gopher via the NIH home page. This electronic format allows users to search the manual, a series of chapters, or one specific chapter. These can be printed and easily filed to a user's personal computer for future reference.

To access this information, use one of the following methods: from the NIH home page, select Information for Employees, then NIH Manual Chapters; go to gopher://gopher.nih.gov:76/1/nihman. Netscape's bookmark feature is recommended. Single click on Bookmarks (near the top of the screen) and then single click on Add Bookmark.

For policy questions, contact either the issuing office listed for a particular chapter or delegation or call the appropriate ICD contact identified in the gopher files, "Manual System Contacts" or "About Delegations of Authority (DOAs)." For technical questions, call 4-DCRT.

Study Needs Older Women

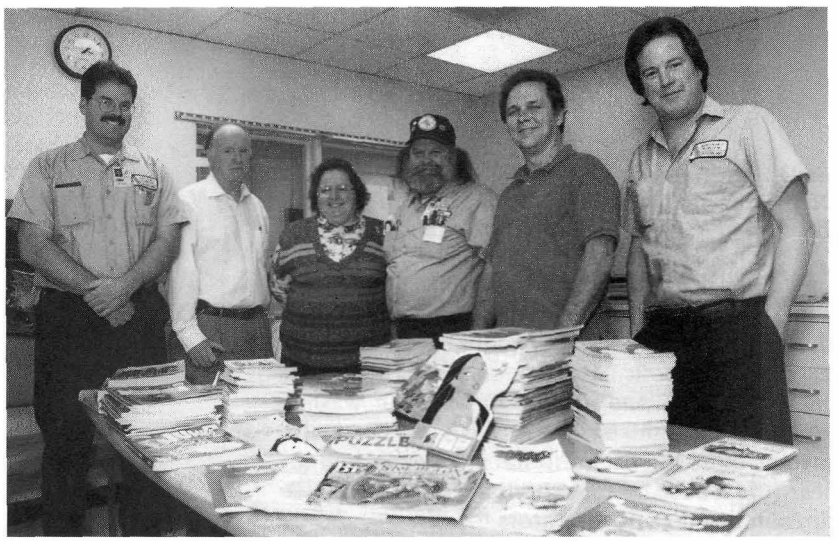
Pre- and post-menopausal women ages 45-60 are needed for a study evaluating the effect of hormone replacement therapy on drug metabolism. Must be medication-free and a nonsmoker. Volunteers will be paid. Call Jeanne or Cheryl at USUHS, (301) 295-2625.

SANTAS, CONTINUED FROM PAGE 1

employees to participate in a drive to assure that children who must remain hospitalized over the holidays find something sparkling under the tree on Christmas morning.

"I have to get some reindeer and a sled," he chuckles about his Santa-ness. "I've already got the beard and it's turning white."

There are about 60 people in the unit, and every year about this time they put up flyers urging coworkers to "Help the kids in Bldg. 10 have a Merry Christmas." Cash donations are sought, said Zalewski, who buys appropriate gifts for the playroom after consulting with recreation therapy specialists at the CC who know what the kids want and need.



Members of the south maintenance unit's quality circle gather to organize a variety of books they recently purchased for kids at the Clinical Center. They are (from l) Mark Miller, Jim O'Shea, Jean Miller, Walt Zalewski, Joe Ryan and John Kruhm. Not pictured are Jim Smith and Martin Smith of the unit. This is the fourth year of their charity giftgiving.

"One year it was Nintendo games and players," he recalls. "Another year they needed videotapes. Then they needed one of those electronic keyboards. Last year it was a karaoke machine. The kids would sing songs and send them back home to their parents across the country.

"We want to buy something that (the therapeutic recreation section)'s budget won't allow for, and something that will make the kids' stay more pleasant," he said. "That's the reason we ask for money rather than gifts."

The year Zalewski went keyboard shopping, he confided in the manager of his local K-Mart in Chantilly, Va., the reason for his purchase. "I just told them what we were doing—I wasn't asking for free handouts. But they responded with some gift suggestions of their own," he says. "The video manager was giving us three players for the price of one."

Zalewski has since gotten to know the manager at K-Mart, and praises his willingness to contribute to the drive. "They offer more than I even expect," he said.

The drive has collected more money each year. "It's snowballing," quipped Zalewski, a 16-year NIH veteran who hails originally from Pittsburgh. The first year's total was $125, which more than doubled last year. "Whatever we get, we make purchases with."

Just before Christmas, the group goes up to the 14th floor to present the gifts to the playroom director. "We can't give them to the kids individually because they're so busy with their medications and treatment," Zalewski said.

The quality circle chose the 14th floor as the object of its generosity because it is relatively unknown among higher-profile NIH charities. "No one ever hears about those guys—that's kinda why we got into doing that," noted Zalewski.

One year, he recalls, the group decided to raise funds by collecting aluminum cans and redeeming them at the scrapyard. "The guys made boxes for collecting the cans. It was a monstrous job, but it turned out real well," said Zalewski, who said roach problems from half-filled "empties" made life interesting for his collection crew. "It was worth it, though."

Though he is a St. Nick lookalike, Zalewski is quick to point out that the yearly drive "is a joint effort, not just one individual. Everybody gets into it. It's kinda neat. Even people who are no longer employed with the circle still are involved, from wrapping gifts to posting flyers.

"It's beneficial to both sides," he concludes.

To make a donation, contact Zalewski or John Kruhm at 6-6484 before Dec. 12.

Zalewski, who bears no small resemblance to Santa Claus, luxuriates amid a pile of books he was able to obtain at discount from his local K-Mart in Chantilly, Va.

Photos: Ernie Branson

Tannen Lecture Draws Overflow Crowd

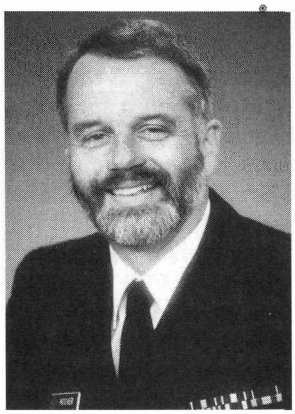
The NIH Cultural Lecture featuring Dr. Deborah Tannen drew a standing-room-only crowd Oct. 28, as NIH employees gathered to hear how to enhance their communications with fellow researchers, family, friends and office colleagues.

The popular event was part of the NIH Director's Lecture Series and was hosted by the National Institute of Nursing Research.

Introduced by NIH director Dr. Harold Varmus, Tannen focused on gender and stylistic differences in how people communicate with each other. Influences such as socioeconomic status and cultural factors were also mentioned.

A series of video clips were shown to illustrate key points. Of note were the clips of the interactions of young boys and young girls. The girls' communication included frequent eye contact and phrases that indicated mutual support. The boys' interactions did not involve eye contact, and their conversations frequently illustrated one-upmanship. Video clips of adult women and men in the workplace provided more complex variations on this theme. Generally, key differences centered around the more collaborative, nonauthoritative approach (women) and the devil's advocate, avoidance of being seen as one-down approach (men). Both gender and style differences in communication were evident, and it was clear how misunderstandings could result. Tannen's talk helped the audience gain new insights about how to improve interactions and avoid conflict.

A professor of linguistics at Georgetown University, Tannen is author of many books and articles, including the popular *You Just Don't Understand: Women and Men in Conversation*, and *Talking From 9 to 5: Women and Men in the Workplace.* ■



Dr. Robert N. Hoover, director of the Epidemiology and Biostatistics Program, Division of Cancer Epidemiology and Genetics, NCI, received the 1996 Gorgas Medal for his outstanding research accomplishments in developing and directing a widely acclaimed program of epidemiologic investigation. The award is presented by the Association of Military Surgeons of the United States in recognition of distinguished work in preventive medicine. Hoover is a captain in the PHS Commissioned Corps. He received a scroll, medal and award at the association's annual meeting held in San Antonio Nov. 13.

New Human Resources Web Page

The NIH human resource services consolidated home page provides a communication gateway to NIH HR services and information directories. The site focuses on NIH research and employment opportunities, other federal employment sites, and nonfederal employment openings.

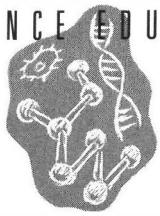
Also, several ICD human resource offices will evaluate a new NIH online employment application for use by those responding to vacancy announcements. The online application will be linked to individual vacancy announcements advertised on the new web page and/or ICD home pages. The technology will give applicants greater flexibility and speed in submitting their employment application and KSA supplements.

More information about the online application can be found under the "new items" section of the home page, located at: http://ohrm.cc.nih.gov/nihhrm/index.html. The site also provides a user friendly directory of HR information from legislative, executive, and judicial sites, campus facilities, housing, email, and other HRM offices and services. ■

Dr. Susana Serrate-Sztein, chief, Rheumatic Diseases Branch, NIAMS, is the recipient of an Outstanding Public Service Award from the Lupus Foundation of America "in recognition of outstanding public service in promoting and enhancing lupus research." An expert in the area of immunology, she directs the institute's extramural research programs in arthritis and related diseases such as systemic lupus erythematosus. The award was presented at the annual meeting of the Lupus Foundation of America recently held in Boston.

Overweight Kids, Parents Needed

Healthy overweight children and normal weight children with two overweight parents are needed for an NICHD study investigating body composition and the causes of overweight: African American and Caucasian boys and girls, ages 6-10. There will be two visits, one during the day and one overnight. Participants receive a thorough evaluation for medical causes of overweight including a physical exam, blood tests, metabolism tests, and x-rays. This is not a treatment study. Participants will be paid. Call 6-4168 for more information. ■



Mini-Med School at Metropolitan Baptist Church

By Ellen Orjala

Over 200 senior citizens in Washington, D.C., recently learned that it's never too late to attend medical school. NIH's Mini-Medical School, that is.

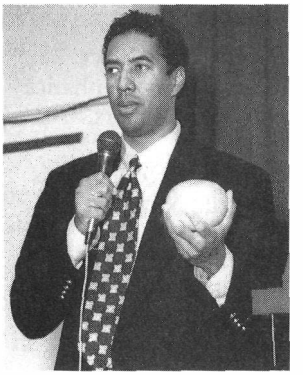
The four-session lecture series convened at Metropolitan Baptist Church in the Logan Circle area of D.C. The program addressed medical issues of particular concern to seniors.

The school featured four scientists from NIH and one from Howard University who assumed the role of professors while community members became students during the Wednesday-morning series, which ran Oct. 2-23.

Students gained information on basic science as well as practical information that addressed their immediate health concerns. Maureen Leser, a registered dietician for the nutrition department at the Clinical Center, told the audience "good nutrition is important for health at any age." She said that "in many cases, only a few dietary changes are needed." Changing eating habits is something we've done all our lives, Leser said. "Think of it not as restricting yourself, but as trying something new." After discussing various nutrition topics such as salt, fat, carbohydrates, fluids, vitamins, and fiber, she concluded, "I think eating well can keep you going for a long time."

Dr. Don Vereen, special assistant for medical affairs to the director of NIDA, showed his versatility by addressing two important subjects, depression and drug abuse. Dr. Theodore George, interim clinical director of NIAAA, discussed alcoholism, emphasizing that it is never too late to get help for alcohol abuse.

Howard University medical school professor Dr. Charles Curry talked about hypertension and coronary artery disease. He told the seniors that the big risk factors for heart disease can be controlled. These include cigarette smoking, high blood pressure, high blood cholesterol, and lack of physical activity. Unfortunately, not enough people are reducing their risk. Curry said, for example, that studies show only about 20 percent of people with high blood pressure have been adequately treated.



NIMH's Dr. Rick Martinez uses a grapefruit to help explain how the brain works.

About 130 people attended all four weeks to earn a Mini-Med School "diploma," which they received at the final session, graduation day. Cassandra Isom, who coordinated the program for the NIH Office of Science Education, gave an inspirational "commencement address." She encouraged the seniors to "go back to your communities and share with other people the information and knowledge you have gained. It is so important for you to continue to learn and to get information, because no one is going to take care of us unless we take care of us."

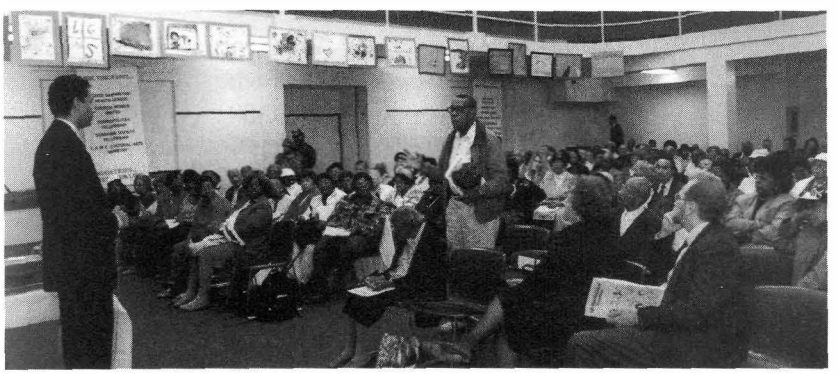
The senior citizen audience, according to Isom, is "an important group for us to reach with science education programs." She said, "This group is the most neglected group of citizens not only in this area but across the country, and because of their advancing age, they probably need the information more than any other group."

While most participants were in their sixties and seventies, the ages of the students ranged from 24 to 86.

Dr. Rick Martinez of the Mental Disorders of Aging Branch of NIMH, who lectured on Alzheimer's disease, stressed the importance of scientists reaching out to the community. "Scientists are dependent on public support for their research," he said. To keep that support, the public needs to hear from scientists about what they do. "As information gets more technical, scientists will need to learn how to speak to general audiences," he concluded. "The audiences have such appreciation for people who come out of the labs to talk to them. They are thirsty for some information to give them some hope."

That thirst was evident in the responses of the attendees. One 68-year-old participant said, "I love to learn, and I learned so very much in all the subjects. The presenters were all very informed, and they all were wonderful." When asked why she attended the program, a 70-year-old participant said, "so I can better prepare myself about health and life and to be able to help others." Ideas for topics for future sessions include diabetes and cancer. One 64-year-old suggested a future topic that medical science has yet to conquer completely. She said, "I would like to learn about the behavior

Martinez listens to a Mini-Med School participant's question about Alzheimer's disease.



of teenagers and how they think."

The always-evolving Mini-Med School program is set for more changes. Instead of offering the program on the NIH campus as in the past, this year NIH has teamed with Smithsonian Associates to cosponsor the program through the Smithsonian's Campus on the Mall program starting in January. The program will include eight sessions and feature many speakers including NIH director Dr. Harold Varmus and NCHGR director Dr. Francis Collins. For more information call the Office of Science Education, 2-2828. R

Cell Catalog Goes on Web

Obtaining cell lines for research has just become easier, now that the NIGMS Human Genetic Mutant Cell Repository catalog can be accessed via the World Wide Web. The catalog, which lists cell lines established and stored at the Coriell Institute for Medical Research in Camden, N.J., under a contract from NIGMS, can be found at http://arginine.umdnj.edu/coriell/nigms.htm. The site contains all of the textual material previously available in the printed catalog (which will no longer be available in hard copy), as well as additional descriptive information about each cell line.

Since 1972 , the Human Genetic Mutant Cell Repository at the Coriell Institute has received more than $20 million in support from NIGMS. The repository was initiated so researchers studying the cellular, biochemical, and molecular aspects of genetic disorders would have easy access to well-characterized cell lines without first having to locate a cell donor.

Among the advantages of the web version of the catalog are its graphics capabilities and speed of information retrieval (compared to the prototype catalog that was available via Telnet). Cell lines are cross-referenced, so users can search by disease category for all associated fibroblast and lymphoblast cell lines, plus related DNA samples, in the repository collection. Other genetic databases, such as Online Mendelian Inheritance in Man, the Genome Data Base, and GenBank can be accessed from the web-based catalog. Users can search for cell cultures or DNA samples in a variety of ways, including repository number, disease description, chromosome number, and type of chromosomal abnormality. Chromosome ideograms are provided for human/rodent somatic cell hybrids.

Questions and comments about the web-based catalog should be directed to the Coriell Institute for Medical Research, 1-800-752-3805, or email ccr@arginine.umdnj.edu. R

STEP Forum on Review in Cyberspace

The STEP committee will present a forum entitled "Review in Cyberspace: Countdown to Launch?" on Thursday, Dec. 5, from 1 to 4:30 p.m. in Bldg. 1, Wilson Hall.

The seemingly inexorable march of electronic information technology continues to change the face of administrative work at NIH. But, while paper documents give way to electronically stored files, and the speed and efficiency of gathering and transmitting data accelerate, the basic chores involved in handling information remain largely the same. What about review though? Traditionally, it involves face-to-face debate over the merits of an application, followed by a vote. To what extent can electronic information handling augment, or even substitute for this process?

STEP will bring speakers from the National Science Foundation, NIH, and outside consultants to present various pilot projects and experiments in the review of grants and contracts. Bring your crystal ball and participate; a panel will field questions and comments from the audience.

The forum is open to NIH'ers on a first-come, first-served basis. No advance registration is necessary. Extramural scientist administrator continuing education credit is available. Inform STEP regarding any need for sign language interpretation or reasonable accommodation by Nov. 27. For more information, call 5-2769. R

Orientation to Extramural Staff Offered

The Office of Extramural Programs will present a course entitled "Orientation to NIH Extramural Activities," on Monday, Jan. 27, 1997.

The course is designed for extramural staff with service of 2 years or less. It will be held in the Natcher Bldg. in the E1&2 conference room. Registration begins at 8 a.m. and the course runs from 8:30 a.m. to 5 p.m.

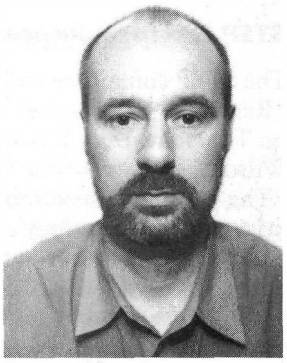
The course includes an overview of NIH organization and history; missions and goals of the ICDs; the process of extramural grant and contract support; and a discussion of special issues and programs.

Participation will be limited to 100 people. Microsoft mail users can email requests to the ESATRAIN Mailbox on the NIH Global Address listing or may call Ms. Palacios at (301) 770-4171 . Be prepared to leave a message including your name, ICD, title, and phone number. Requests must be received by Jan. 15 via email. Applicants will be informed of the decision concerning their registration within 2 weeks of their submission. For more information about the course, call Palacios or email questions to the ESATRAIN Mailbox. R

Dr. Lillian M. Pubols has been appointed chief of the NINDS Scientific Review Branch. She comes to NINDS from DRG, where she served as the scientific review administrator for the neurology B-1 study section and acting coordinator of the initial review group in the neurological sciences. Prior to her DRG positions, she was an adjunct professor of physiology at the Oregon Health Sciences University and a senior scientist at the Robert S. Dow Neurological Sciences Institute of Good Samaritan Hospital and Medical Center. She is a former NINDS grantee whose research focused on plasticity in the somatosensory system.

'Biology of the Mammary Gland' Website Emerges

By Sharon Ricks



Lothar Hennighausen

Imagine you have instant access to the latest observations in your field of research. Scientific journals are a relic of another century, and unpublished hard core data is virtually free. Sound farfetched? Not if you are Lothar Hennighausen, chief of NIDDK's section of developmental biology in the Laboratory of Biochemistry and Metabolism.

Last summer, he embarked on a quest to transform the field of mammary gland research, and it has all but consumed him. "I was frustrated that there wasn't an encyclopedia on the biology of the mammary gland," he says. "Books are 2 or 3 years behind, and there are not sufficient histology images published in journals. Even if you get the latest published information, there are even newer observations being peer reviewed. You're always missing something."

While scientists across the country debated whether original research should be on the Internet, Hennighausen meticulously stored the latest information about mammary gland research on his computer. He created the first-ever electronic histology atlas depicting normal breast development and breast cancer, added data on gland development and transgenic and knock-out animal models. He then poured in information on milk proteins and mini-reviews from his lab and other research groups, and threw in some tips on research tools and techniques. "I wanted all the information to be high quality," he says. He linked the database to other literary sources and computer sites, posted information on other research groups and, most importantly, formed an advisory board to "peer review" original research.

In October 1995, Hennighausen's work paid off, and the first interactive web site of its kind emerged. Http:\\mammary.nih.gov is the address for "The Biology of the Mammary Gland." Already, the site has won a four-star award from DCRT for being highly innovative and was featured at the NIH research festival this September. Since December 1995, 10,000 guests have visited.

One of them, Dr. Gilbert Smith from NCI's Laboratory of Tumor Immunology and Biology, says what's most important is that "researchers can give their most recent observations without traditional peer review." More than 50 researchers have done just that.

Dr. Trevor Dale, a researcher in London who frequents the site, says, "It's a great meeting place for mammary gland biologists." He especially enjoys the "special feature-of-the-month" page and the color photos of unpublished data.

Each month a new subject is featured and there is direct email access to contributors, a bulletin board, and announcements. Hennighausen, who did most of the work on his own time, admits, "If I had known how much work it is, I would never have done it. It is very addictive." Now that the site has its own server, he is planning to have three-dimensional photographs from the same technology used for NLM's Visible Man, and in December, live video demonstrations of certain techniques. His goal is to establish an interactive tutorial on mammary gland biology for researchers worldwide. NIDDK is providing logistical support, NCI is giving financial assistance, and DCRT's Jai Evans built the search engine and helps with programming.

"In 5 years, we will have fewer printed journals," Hennighausen predicts, pointing to a neat stack of journals in the corner of his office. "Databases become tools and these tools can revolutionize a whole field of research."

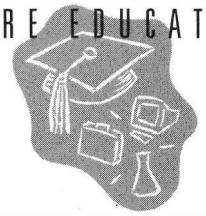
In recognition of her outstanding contributions to the field of aging and public health, Dr. Terrie Wetle, deputy director of the National Institute on Aging, will be awarded the American Public Health Association's 13th annual Key Award during APHA's annual meeting in New York City this month. She will give the Key Award address titled, "The Scarce Resources Vise: Allocation and Older People."

Postdoctoral fellows and junior faculty who have been awarded minority investigator supplements to NCI research grants were invited to NCI recently to learn about research opportunities. The Minority Investigator Supplement Awardees Workshop was sponsored jointly by the NCI Comprehensive Minority Biomedical Program (CMBP) and the NIH Office of Research on Minority Health. Speakers included (from l) Dr. Eddie Reed, chief of clinical pharmacology and head of the medical ovarian cancer section; Dr. Sanya Springfield, program director of CMBP; Dr. Paulette Gray, deputy director of the Division of Extramural Activities; Dr. John Ruffin, NIH associate director for research on minority health; and Dr. Otis Brawley, director, Office of Special Populations, NCI.

Treatment for Panic Attacks

People currently experiencing spontaneous panic attacks and/or significant social anxiety may be eligible for a free treatment outcome study evaluating nondrug treatments for panic and anxiety.

For more information call Matt Wineman at USUHS, (301) 295-3651.



DWD Training Tips

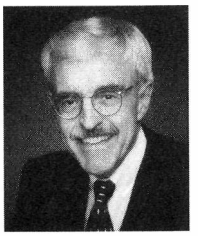
The Division of Workforce Development, OHRM, offers the courses below. Personal computer training is also available through User Resource Center hands-on, self-study courses, at no cost to NIH employees. Additional courses are available by completing the "Training By Request" form in the back of the DWD catalog. For more information call DWD on 6-6211 or consult DWD's home page at http://www-urc.od.nih.gov/dwd/dwdhome.html.

Courses and Programs	*Starting Dates*
Management, Supervisory & Professional Development	
Reinventing NIH: Intro to Work Process Redesign	12/5
Using Teams to Improve Organizations	12/9
Successful Management at NIH	12/11
Interpersonal Relationships in the Work Environment	12/17
Communication Skills	
Effective Listening & Memory Development	12/10
Administrative Systems	
Travel for AOs	12/2
T&A for Supervisors Using TAIMS	12/3
TAIMS for System Administrators	12/4
Domestic Travel	12/9
Foreign Travel	12/12
Intro to NIH Property Management	12/16
Basic T&A Using TAIMS	12/17
Determining Price Reasonableness in the Award of Simplified Acquisitions	12/19
Career Transition	
NIH Retirement Seminar (CSRS)	12/11
Mid-Career Financial Planning (CSRS)	1/21
Computer Applications and Concepts	
Intro to Windows 3.1	12/5
Upgrading to Windows 95	12/11
Web Page Design - HTML	12/5
Intro to Internet	12/12
Advanced Internet	12/12

DCRT Courses and Programs

All courses are on the NIH campus and are given without charge. For more information call 4-3278.

Basic Statistics Using SAS/STAT Software	11/19-21
MS Exchange for Administrators	11/20
Configuring Windows and Windows 95 for PARACHUTE Network Access	11/21
Scientific Computing Resource Center Overview	11/21
Interactive Data Analysis Using SAS/INSIGHT Software	11/22
LAN Concepts	11/25
MATLAB - Matrix Laboratory	11/25-26
ADBIS for Windows: NIH Property Management	11/26
PC Viruses	11/26
BRMUG Macintosh Users' Group	11/26
Windows 95 Start Up	11/27
SAS Fundamentals I for Programmers	12/2-3
Introduction to WYLBUR	12/2-13
How to Get NIH Site-licensed Software	12/3
Finite Element Analysis for Medicine and Biology: MATLAB PDE Toolbox	12/3
Network Security at NIH	12/4
ADBIS for Windows: Budget and Finance	12/4
Electronic Forms Users Group	12/4
Netscape for the PC	12/5
Introduction to HTML	12/5
Windows 95 Start Up	12/5
Choosing the Right PC: What You Need to Know	12/5
Introduction to HTML	12/5
ADBIS for Windows: NIH Property Management	12/6



Physician and microbiologist Donald H. Luecke, former acting director and deputy director of DRG, has been appointed NIDCD deputy director. He planned and directed the operations and functions of DRG since 1987. He was engaged in many activities related to improving peer review and the extramural research and research training programs at NIH. Since 1975, Luecke has held scientific and management positions with several institutes, including NINDS, NCI and NIGMS. He is a commissioned officer in the U.S. Public Health Service where he holds the rank of rear admiral.

FAES Announces Spring Courses

The FAES Graduate School at NIH announces the schedule of courses for the spring semester. The evening classes sponsored by the Foundation for Advanced Education in the Sciences will be given on the NIH campus.

Tuition is $100 per credit hour, and courses may be taken for credit or audit. Courses that qualify for institute support as training should be cleared with the supervisors and administrative officers as soon as possible. Both the vendor's copy of the training form and the FAES registration card must be submitted at the time of registration.

Courses are offered in biochemistry, biology, biotechnology, chemistry, immunology, languages, medicine, microbiology, pharmacology, psychology, psychiatry, statistics, toxicology, administration and courses of general interest.

It is often possible to transfer credits earned to other institutions for degree work, and many courses are approved for AMA category I credit.

Classes will begin Jan. 27, mail registration ends Dec. 27, and walk-in registration will be held Jan. 8-14. Spring schedules are available in the graduate school office in Bldg. 60, Suite 230, and the foundation bookstore, Bldg. 10, Rm. B1L101. To have a schedule sent, call 6-7977.

NIDDK Mourns Louis A. Cohen

By Sharon Ricks

Dr. Louis Cohen

Dr. Louis Arthur Cohen, chief of the biochemical mechanisms section in NIDDK's Laboratory of Bioorganic Chemistry and dean of the FAES Graduate School, died of a heart attack on Sept. 11. He was 70.

Cohen joined NIH in 1954 as a research chemist in the National Institute of Arthritis, Metabolism and Digestive Diseases, now NIDDK. He became an international authority on amino acid and peptide chemistry and enzyme mechanisms, and he specialized in the creation of new drugs using synthetic organic chemistry techniques.

"Dr. Cohen was a scholar of organic and biological chemistry and that allowed him to tackle important biomedical research problems from a strong organic chemistry perspective," said Dr. Ken Kirk, chief of the lab's drug-receptor interactions section and formerly a postdoc in Cohen's lab. Kirk says Cohen's interest in organic fluorine chemistry led to several international collaborations and the development of new approaches to analogues of bioactive peptides, incorporating fluorine and other novel chemical substitutes.

Cohen also worked on biochemical mechanisms of peptide and ester bond hydrolysis. He reasoned that enzymes promote chemical reactions by remolding the shape of the substrate and used this idea to mimic the super-fast rates of enzymatic reactions in enzyme free environments. In 1993, his work on enzyme reactions was recognized by the Nobel Institute of Chemistry, and he was awarded a visiting lectureship to several biomedical research institutes in Sweden.

In addition to research, teaching played a crucial role in his career. "For Dr. Cohen, teaching served two functions: preparing a new generation of scientists and continually educating the teacher," said Dr. Alan Schechter of NIDDK's Laboratory of Chemical Biology and a vice-president of the FAES board of directors.

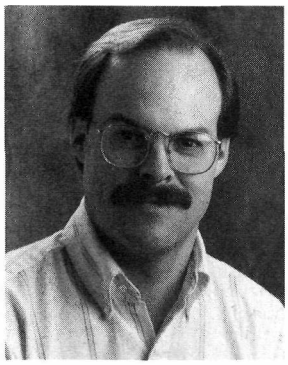
Cohen taught and did research at Yale University Medical School before joining NIH. He was an adjunct professor both at Howard University from 1957 to 1960 and at George Washington University in the 1980's. At NIH, Cohen taught at the FAES Graduate School, where his bioorganic chemistry course was an important, but difficult, "rite of passage" for biomedical scientists.

Cohen became dean of the graduate school in 1968 and under his leadership the number of course offerings more than doubled. Currently, 2,000 students enroll each year. "Cohen's efforts had a major impact on the quality of NIH research," said Schechter. "The school is a lasting tribute to his vision and energy."

Cohen earned a B.S. in organic chemistry from Northeastern University in 1949 and a Ph.D. from Massachusetts Institute of Technology in 1952. He was attending a European Peptide Society symposium in Edinburgh, Scotland, when he was stricken. He is survived by his wife, Susan, and son, Dr. Peter Cohen. Contributions to the Louis A. Cohen Memorial Scholarship fund may be made through the FAES.

Healthy Volunteers Needed

Healthy male and female volunteers without significant anxiety problems are needed for a 3-4-hour study evaluating cognitive and psychological aspects of anxiety. Participants will be paid $40. For more information call Matt Wineman at USUHS, (301) 295-3651.



Dr. Bradley C. Wise recently joined the National Institute on Aging as program director for fundamental neuroscience in the Neuroscience and Neuropsychology of Aging Program. His section supports research related to cell death, neuroplasticity, neurotoxicity and neuroglia. He comes to NIA from Georgetown University, where he was an associate professor and former laboratory chief in the Fidia-Georgetown Institute for Neurosciences. His recent research there looked at mechanisms controlling nerve growth factor expression in neural cells. Wise received his Ph.D. from Emory University and did postdoctoral research at NIMH.

Institute of Medicine Honors Ex-NIA Directors

Two former directors of the National Institute on Aging were recently honored by the Institute of Medicine of the National Academy of Sciences.

In a recent ceremony, Dr. Robert N. Butler, now director of the International Longevity Center at Mt. Sinai Medical Center in New York City, and Dr. T. Franklin Williams, professor of medicine emeritus at the University of Rochester School of Medicine and Dentistry and a Veterans Administration distinguished physician, received IOM's Gustav O. Lienhard Award for outstanding achievement in health care and medicine. They were cited for raising public awareness of geriatrics, the medical field concerned with diseases and problems of old age, and of gerontology, the scientific study of aging. Their work, the IOM said, has enhanced the quality of personal health care services for older people.

Former NIAID Scientific Director Kenneth Sell Dies

By Karen Leighty

Dr. Kenneth W. Sell, director of NIAID's intramural program from 1977 to 1985, died of complications from diabetes on Oct. 17. Until his illness prevented him from carrying out his duties in April of this year, he was professor and chair of the department of pathology and laboratory medicine at Emory University School of Medicine in Atlanta.

"In his distinguished career, Ken Sell made significant contributions both as an immunologist and as a scientific administrator," said NIAID director Dr. Anthony S. Fauci. "His work in the area of immunoregulation added to our understanding of several disciplines, including cancer, transplantation immunology, autoimmunity, and infectious diseases. NIAID benefitted greatly from his dedication and expertise."

Former NIAID director—now senior scientific advisor at Fogarty International Center—Dr. Richard Krause noted that "many difficult and important scientific issues arose during Ken Sell's tenure that required his vigorous and able leadership." These included the implementation of biocontainment laboratory procedures for recombinant DNA research, the reorganization of the Rocky Mountain Laboratories, and strengthening the intramural laboratory review process by creating a panel of non-NIH scientists. Sell also initiated the Introduction to Biomedical Research Program for gifted minority undergraduate students.

Even before he came to NIH, Sell served on NIAID's transplant advisory board. According to NIAID alumnus Dr. Sheldon Cohen, Sell's experience as a pioneer in the blood and tissue banking fields resulted in his being highly instrumental in the development of NIAID's serum bank for tissue typing. He also set up the first repository of serum specimens for the AIDS natural history study. "Ken Sell," added Cohen, "was a master of orchestrating projects within the system."

Sell was founder and twice president of the American Association of Tissue Banks (AATB), a scientific, nonprofit peer group organization that provides national leadership in the field. In recognition of his contributions, AATB endowed a yearly award in his name. He was also a founding member of the American Council on Transplantation. Among other awards throughout his career, he earned both the Legion of Merit Award and the Meritorious Service Medal during his Navy tour of duty. He received the Public Health Service Special Recognition Award for his service at NIH, and in 1992, the Naval Medical Research Institute honored him as the Most Distinguished Alumnus of the first 50 years.

Dr. Kenneth Sell

Born in Bismarck, N.D., in 1931, Sell was valedictorian of his graduating class in both his high school and at the University of North Dakota, which honored him with the Sioux Award in 1981 as the most outstanding alumnus. He earned his M.D. degree *magna cum laude* from Harvard University in 1956 and his Ph.D. in immunopathology from the University of Cambridge, England, in 1968. From 1956 to 1977, he served in the U.S. Navy Medical Corps in Bethesda, beginning as director of the U.S. Navy Tissue Bank, continuing later as chairman of the department of experimental and clinical immunology and, finally, as commanding officer of the Naval Medical Research Institute. In 1985, after his tour at NIH, he joined the Emory University faculty as pathology chair and as first director of Emory's Winship Cancer Center. With Sell at the helm, Emory's pathology department grew to become one of the nation's largest programs for graduate training of pathologists and a major force for biomedical research.

Krause's words sum up the loss. "I relied on his judgment and valued his friendship. We shall miss him and his boundless enthusiasm and optimism. Science was well served by Ken Sell."

NIDCD Council Gains Four

The NIDCD Advisory Council recently gained four new members. They are Jane Fraser, Dr. Bettie Steinberg, Dr. Everett Rhoades and Dr. Robert Davila.

Fraser is president of the Stuttering Foundation of America, a position she has held for 15 years.

Steinberg is chief of otolaryngology research at Long Island Jewish Medical Center.

Rhoades, a Kiowa tribe member and former head of the Indian Health Service, is associate dean for community affairs at the University of Oklahoma College of Medicine.

Davila is vice president of the National Technical Institute for the Deaf at Rochester Institute of Technology.

NIDCD director Dr. James B. Snow, Jr. (standing) welcomes new members to advisory council. They are (standing, from l) Jane Fraser, Dr. Bettie Steinberg. Seated are (from l) Dr. Everett Rhoades and Dr. Robert Davila.

Scientific Symposium Marks NIH Hispanic Heritage Observance

NIH recently hosted "A Portrait of Biomedical Research II: 1994-1996," a scientific symposium in observance of National Hispanic Heritage Month. In the photo at right, John Medina, III, (l) of the Office of Equal Opportunity and Dr. Maria Freire (c), director of NIH's Office of Technology Transfer and chair of the observance planning committee, present framed posters to event speakers (from l) Dr. David Hayes-Bautista of UCLA; Dr. Amelie Ramirez of the University of Texas Health Science Center; and Dr. Julio Santiago of Washington University School of Medicine.

Above, HHS Deputy Assistant Secretary Eugene Kinlow (l) is greeted by Clinical Center director Dr. John Gallin, who gave an overview of the CC during the observance. At right, attendees sample ethnic foods at a reception following the program.

Guest speaker Ramirez (l) is joined after the symposium by (from l) Dr. Vivian Pinn, NIH associate director for research on women's health; Freire; and Elva Ruiz, director of NCI's Hispanic Cancer Control Program. In the photo at right, the Mariachis Los Amigos entertain at the gathering.

Blood Bank Needs Donors

The NIH Blood Bank has an emergency need for O-negative blood. It cannot rely on outside sources for this type because there is a shortage of this type everywhere. The NIH community is urged to respond. Call 6-1048 to schedule an appointment or send email to bloodbank@dtm.cc.nih.gov. Hours are Mon., Wed., Thurs., Fri. 7:30 a.m. to 3:30 p.m.; Tues. 7:30 a.m. to 12:30 p.m. The Blood Bank is in Bldg. 10, Rm. 1N416.

Wednesday Afternoon Lecture

The Wednesday Afternoon Lecture series, held on its namesake day at 3 p.m. in Masur Auditorium, Bldg. 10, features Dr. Wayne A. Hendrickson on Dec. 4. He is professor of biochemistry and molecular biophysics, Columbia University College of Physicians and Surgeons, and HHMI investigator. His topic is "Structural Biology of Signal Transduction Across Membranes," hosted by the Structural Biology Interest Group.

For more information or for reasonable accommodation, call Hilda Madine, 4-5595.